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2011 Conference Program




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MONDAY
4/11/11

-  Manuscript
-  Presentation
-  Handout

38th Annual National Conference:
A Joint Labor/Management Meeting
Together at the Table: Moving the Academy Forward through Collective Bargaining

All Panels, Workshops, and Luncheon Speeches

8:30 AM - 6:00 PM CUNY Graduate Center, Concourse Level
365 Fifth Avenue, New York, NY 10016
(Entrance on Fifth Avenue between 34th and 35th Streets)

Breakfast

8:15 - 9:00 AM Concourse Lobby 45 minutes

Welcome

9:00 - 9:30 AM Proshansky Auditorium 30 minutes

Jennifer J. Raab, *President, Hunter College, City University of New York*
Pamela Silverblatt, *Vice Chancellor, Labor Relations, City University of New York*
Barbara Bowen, *President, Professional Staff Congress, City University of New York*
Sandi Cooper, *Chair, University Faculty Senate, City University of New York*
Richard Boris, *Executive Director, National Center*

Opening Conversation

9:30 - 10:15 AM Proshansky Auditorium 45 minutes

Robert C. Holub, *Chancellor, University of Massachusetts, Amherst*
Gary Rhoades, *General Secretary, American Association of University Professors*
(joint address)
Commentary: Jeff Selingo, *editor, The Chronicle of Higher Education*
Moderator: Susan Pearson, *Associate Chancellor, University of Massachusetts, Amherst*

Open Microphone

10:15 - 10:45 AM Proshansky Auditorium 30 minutes

Break

10:45 - 11:00 AM 15 minutes

Concurrent Sessions

11:00 AM - 12:30 PM 1 hour 30 minutes

Asserting Public Higher Education’s Voice in the State and National Agendas

11:00 AM - 12:30 PM Room 201 1 hour 30 minutes

Susan Meisenhelder, *former President, California Faculty Association/AAUP/CTA/NEA/SEIU*
Eileen Landy, *Statewide Secretary, United University Professions, State University of New York*
Ellen Schuler-Mauk, *President, Suffolk County Community College Faculty Association/ NYSUT/AFT/NEA*
Moderator: Jeff Cross, *Associate Vice President, Academic Affairs, Eastern Illinois University*

Public Education/Private Funding

11:00 AM - 12:30 PM Room 198 1 hour 30 minutes

Steve Katsinas, *Director, Education Policy Center, University of Alabama*
Angelo Armenti, *President, California University of Pennsylvania*
Rod Henry, *Past President, Inter Faculty Organization, Minnesota State Universities*
Susan Pearson, *Associate Chancellor, University of Massachusetts, Amherst*
Moderator: Gail Brooks, *Vice Chancellor, Human Resources, California State University System*

Panel of Legislators and Political Consultants. Conversation: What is the Real Common Good of Public Higher Education?

11:00 AM - 12:30 PM Room 202 1 hour 30 minutes

Bill Perry, *President, Eastern Illinois University*
Joel Packer, *Consultant, The Raben Group*
Eric Kelderman, *State Politics, The Chronicle of Higher Education*
Ken Mash, *State Vice President, East Stroudsburg University/APSCUF*
Moderator: Leo Welch, *Chair, Board of Trustees, Eastern Illinois University*

Working Together through Collective Bargaining: What True Collaboration Can Achieve

11:00 AM - 12:30 PM Room 203 1 hour 30 minutes

Jim Castagnera, *Associate Provost and Associate Counsel for Academic Affairs, Rider University*
Jeffrey Halpern, *Contract Administrator and Chief Grievance Officer, AAUP, Rider University*

Workshop: How to Analyze University Budgets

11:00 AM - 12:30 PM Room 204 1 hour 30 minutes

Howard Bunsis, *AAUP, Eastern Michigan University*

Workshop: Negotiations 101: Preparing for Productive Negotiations in Good Times and Bad

11:00 AM - 12:30 PM Room 205 1 hour 30 minutes

Carl Levine, *Esq., Levy Ratner, P.C.*
Scott Sommer, *Director, New York Sub-Regional Director UAW Region 9A, New York*
Holly Stern, *General Counsel, New Jersey Institute of Technology*

Luncheon and Luncheon Speech

12:30 - 2:00 PM 1 hour 30 minutes

Food Service Begins

12:30 - 12:50 PM Concourse Lobby 20 minutes

Luncheon Greetings

12:50 - 1:05 PM Concourse Lobby 15 minutes

Timothy Lane, *Managing Director, TIAA-CREF*
Kelly Jones, *Senior Vice President, Higher Education Practice Leader, Sibson Consulting, a Division of the Segal Company*
Jeff Selingo, *editor, The Chronicle of Higher Education*

Journal of Collective Bargaining in the Academy: Announcement Volume II

1:05 - 1:15 PM Concourse Lobby 10 minutes

Jeff Cross, *Associate Vice President, Academic Affairs, Eastern Illinois University, co-editors*

Luncheon Presentation I

1:15 - 2:00 PM Proshansky Auditorium 45 minutes

Jamie Merisotis, *President and CEO, Lumina Foundation*
Dewayne Matthews, *Vice President, Policy and Strategy, Lumina Foundation*
Moderator: Larry Gold, *Director, AFT Higher Education, American Federation of Teachers*

Breakout Session Open Microphone

2:00 - 2:30 PM Room 198 30 minutes

Jamie Merisotis, *President and CEO, Lumina Foundation*
Moderator: Larry Gold, *Director, AFT Higher Education, American Federation of Teachers*

MONDAY
(continued)

38th Annual National Conference:
A Joint Labor/Management Meeting
Together at the Table: Moving the Academy Forward through Collective Bargaining

Breakout Session Open Microphone

2:00 - 2:30 PM **Room 201** **30 minutes**

Dewayne Matthews, *Vice President, Policy and Strategy, Lumina Foundation*
Moderator: Richard Boris, *Director, National Center*

Break

2:30 - 2:45 PM **15 minutes**

Concurrent Sessions

2:45 - 4:15 PM **1 hour 30 minutes**

Dialoguing about Creative Tensions and Creative Solutions in Collective Bargaining

2:45 - 4:15 PM **Room 201** **1 hour 30 minutes**

James McCormick, *Chancellor, Minnesota State Colleges and Universities*
Greg Mulcahy, *President, Minnesota State College Faculty/Education Minnesota/AFT/NEA*
Pamela Silverblatt, *Vice Chancellor, Labor Relations, City University of New York*
Barbara Bowen, *President, Professional Staff Congress, City University of New York*
Moderator: Cynthia Schneider, *Vice President, Administrative Professionals Association/MEA/NEA, Michigan State University*

Higher Education’s “Message”

2:45 - 4:15 PM **Room 198** **1 hour 30 minutes**

Scott Jaschik, *Editor, Inside Higher Ed*
Tom Milligan, *Vice President, Public Relations, Colorado State University*
Keith Parker, *Assistant Vice Chancellor, Government & Community Relations, University of California, Los Angeles*
Facilitator/Moderator: Jim Castagnera, *Associate Provost, Rider University*

The New Common Good? Racing to the Top: The Matrix between K-12 and Higher Education

2:45 - 4:15 PM **Room 202** **1 hour 30 minutes**

John Cavanaugh, *Chancellor, Pennsylvania State System of Higher Education*
Mark Richard, *President, United Faculty of Miami Dade College/FEA/AFT/NEA*
Moderator: Tom Auxter, *President, United Faculty of Florida/FEA/AFT/NEA* 📖 📖 📖

Private Contractors/Consultants/Providers in the Higher Education Space

2:45 - 4:15 PM **Room 203** **1 hour 30 minutes**

Tom Kriger, *Provost, National Labor College*
George Mehaffy, *Vice President, Academic Leadership and Change, American Association of State Colleges and Universities*
Cathy Boudreau, *NEA board member, Massachusetts, Vice President, National Council for Higher Education/NEA*
Moderator: Jim Moran, *Vice Chancellor for Academic and Student Affairs, Pennsylvania State System of Higher Education*

Workshop: Negotiating a First Contract

2:45 - 4:15 PM **Room 204** **1 hour 30 minutes**

Maria Osorio, *Esq., Interim Director, Labor & Employee Relations, Pace University*
Eric Marshall, *Labor Relations Specialist, New York State United Teachers/AFT/NEA*

Workshop: Workplace Dispute Resolution/Mediation

2:45 - 4:15 PM **Room 205** **1 hour 30 minutes**

Rene Castro, *Senior Director, Academic Employee Relations, California State University, Long Beach*

Break

4:15 - 4:30 PM **15 minutes**

Concurrent Sessions

4:30 - 6:00 PM **1 hour 30 minutes**

Roundtable: “Creative Tensions” Responses and Question and Answer with Audience

4:30 - 6:00 PM **Room 198** **1 hour 30 minutes**

Bill Perry, *President, Eastern Illinois University*
Ellie Sullivan, *President, University Professionals of Illinois/AFT*
Gary Dent, *Vice Chancellor, Human Resources and Labor Relations, Pennsylvania System of Higher Education* 📖
Elizabeth Russell, *Campus Representative, Community College Administrators Association/MEA/NEA, Eastern Maine Community College*
Moderator: Cynthia Schneider, *Vice President, Administrative Professionals Association/MEA/NEA, Michigan State University*

Graduate Employee Unionization in the Private Sector

4:30 - 6:00 PM **Room 201** **1 hour 30 minutes**

Ed Brill, *Esq., Proskauer Rose*
Carl Levine, *Esq., Levy Ratner, P.C.* 📖
Nick Velluzzi, *International Representative, UAW*
Adrienne Eaton, *President, Rutgers University, AAUP/AFT*
Sean Rogers, *Ph.D. Student, Industrial Relations & Human Resources, Rutgers University*
Moderator: Mike Mauer, *Esq., Director, Organizing and Services, AAUP*

Year in Higher Education (Annual Panel)

4:30 - 6:00 PM **Room 202** **1 hour 30 minutes**

Scott Jaschik, *editor, Inside Higher Ed*
Neil Bucklew, *Professor and Past President, West Virginia University* 📖
Daniel Julius, *Vice President, Academic Affairs, University of Alaska system, convener*

Workshop: Arbitration 101

4:30 - 6:00 PM **Room 204** **1 hour 30 minutes**

Joe Ambash, *Esq., Greenberg Traurig*
Alan Shapiro, *Esq., Sandulli Grace, P.C.*

Workshop: Classroom Issues at the Table

4:30 - 6:00 PM **Room 205** **1 hour 30 minutes**

Jessica Crofoot, *Director, District A, California Community College Association/CTA/NEA*

Reception

6:30 - 8:00 PM **Affinia Dumont Hotel** **Hospitality Suite**

TUESDAY
4/12/11

38th Annual National Conference:
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All Panels, Workshops, and Luncheon Speeches

8:30 AM - 3:00 PM CUNY Graduate Center Concourse Level
365 Fifth Avenue, New York, NY 10016
(Entrance on Fifth Avenue between 34th and 35th Streets)

Breakfast




8:15 - 9:00 AM Concourse Lobby 45 minutes

Concurrent Sessions

9:00 - 10:30 AM Breakout Room 1 hour 30 minutes

Contingent Faculty: Issues at the Table

9:00 - 10:30 AM Room 201 1 hour 30 minutes

Holly Lawrence, Secretary, Clerk, Massachusetts Society of Professors/Massachusetts Teachers Association/NEA, 
University of Massachusetts, Amherst
Brenda Appleton, Vice President, Vancouver Community College Faculty Association 
Audrey Williams June, reporter, The Chronicle of Higher Education
Juliette Romano, President, UCE of Fashion Institute of Technology/NYSUT/AFT/NEA 
Alan Trevithick, founding member, New Faculty Majority: National Coalition for Adjunct & Contingent Equity,
Fordham University & Westchester C.C.
Manfred Philipp, former Chair, University Faculty Senate, CUNY
Moderator: Caryl Schiff-Greatorex, Director, Member Services, Connecticut State University/AAUP

Distance Learning; Proprietaries: Impact on Higher Education?

9:00 - 10:30 AM Room 198 1 hour 30 minutes

Gary Grossman, Associate Professor, President of the University Senate at Arizona State University
Carlene Blake, Dean of Institutional Development, Technical Career Institutes
Brent Cejda, College of Education and Human Sciences, University of Nebraska-Lincoln
Moderator: Mark Smith, Senior Policy Analyst, Office of Higher Education, NEA


TIAA-CREF Panel: Solving Today's Public Pension Crisis

9:00 - 10:30 AM Room 202 1 hour 30 minutes

Timothy Lane, Managing Director, TIAA-CREF
Richard Hiller, Vice President, TIAA-CREF

How Can Collective Bargaining Foster Diversity in the Professoriate and in Union Leadership?

9:00 - 10:30 AM Room 203 1 hour 30 minutes

Carol Wright, Research Associate, Project on CUNY and Race, Professional Staff Congress, City University of New York
Jennifer S. Rubain, Esq., University Dean, Recruitment and Diversity, Office of Human Resources Management, City University of New York 
Derryn Moten, Co-President, Faculty-Staff Alliance/AFT, Alabama State University
Moderator: Kimberly King, Delegate to the Council for Affirmative Action, California Faculty Association/AAUP/CTA/NEA/SEIU,
California State University, Los Angeles

Workshop: Communications On and Off the Table II

9:00 - 10:30 AM Room 204 1 hour 30 minutes

Ed Hartfield, Executive Director, National Center for Dispute Settlement
Ellen Schuler-Mauk, President, Suffolk County Community College Faculty Association/ NYSUT/AFT/NEA 

Workshop: Arbitration 102: How Arbitrators Decide

9:00 - 10:30 AM Room 205 1 hour 30 minutes

Howard Parish, Arbitrator Mediator, New Jersey Public Employment Relations Commission Panel of Arbitrators, New Jersey  
State Board of Mediation, American Arbitration Association Panel of Arbitrators

Break

10:30 - 10:45 AM 15 minutes

Concurrent Sessions

10:45 AM - 12:15 PM 1 hour 30 minutes



Future of Post-Doc Organizing

10:45 AM - 12:15 PM Room 201 1 hour 30 minutes

Rich Moser, Senior Staff Representative, Rutgers University, AAUP/AFT
Kevin Finneran, Director, Committee on Science, Engineering, and Public Policy, Editor-in-chief, Issues in Science and Technology,
The National Academies
Xiaoqing Cao, President, UAW Local 5810 Post-Docs, University of California
Moderator: Jeff Frumkin, Assistant Provost and Senior Director, Academic Human Resources, University of Michigan

Legal Issues in Higher Education: Year Review of Decisions, Cases (Annual Panel)

10:45 AM - 12:15 PM Proshansky Auditorium 1 hour 30 minutes

Nicholas DiGiovanni, Esq., Morgan, Brown & Joy 
Rachel Levinson, Esq., Senior Counsel, American Association of University Professors 

Community Colleges and the Crisis

10:45 AM - 12:15 PM Room 198 1 hour 30 minutes

Ron Norton Reel, President, California Community College Association, CTA/NEA
Lisa Ossian, Executive Board, Des Moines Area Community College Higher Education Association/ISEA/NEA, NEA Thought & Action Review Panel
Damon Davis, President, United Faculty of Florida-Broward College/FEA/AFT/NEA
Jim Salt, President, Lane Community College Faculty Association, OEA/NEA
Moderator: James Rice, President, National Council for Higher Education/NEA


What is the "Collective" in Collective Bargaining?

10:45 AM - 12:15 PM Room 202 1 hour 30 minutes

Susan Caulfield, Professor, Sociology, Director, Academic Collective Bargaining, Western Michigan University
Susannah Miller, Director, Human Resources, Florida State University
Ed Mitchell, Executive Director, United Faculty of Florida/FEA/AFT/NEA
Paul Wilson, President, Western Michigan University/AAUP

Coalition Building

10:45 AM - 12:15 PM Room 203 1 hour 30 minutes

Richard Nettell, UHPA Executive Committee, Chair, Legislative and Political Action Committee, UHPA/NEA, University of Hawaii, Manoa 
Ramón Castellblanch, Chapter President, California Faculty Association/AAUP/CTA/NEA/SEIU, San Francisco State University
Theresa Montaña, President, California Faculty Association chapter/AAUP/CTA/NEA/SEIU, California State University, Northridge
Moderator: Phadra Williams Tuitt, Organizational Specialist, Office of Higher Education, NEA

TUESDAY
(continued)

38th Annual National Conference:
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SEGAL/SIBSON Panel: Succession Planning

10:45 AM - 12:15 PM Room 204 1 hour 30 minutes

Kelly S. Jones, Senior Vice President, Higher Education Practice Leader, Sibson Consulting, a Division of the Segal Company
Robert Conlon, Senior Vice President, Organization and Talent, Sibson Consulting
Peter Barnes, Vice President, Human Resources, Emory University

Workshop: Negotiations 102: Which Form Will Your Negotiations Take: Art, Drama, Combat, or Symphony? Why, When, and How to Exercise Each Option... and Sometimes More

10:45 AM - 12:15 PM Room 205 1 hour 30 minutes

Robert Ufberg, Esq., Ufberg Sileo, LLP

Luncheon and Luncheon Speech

12:15 - 1:30 PM 1 hour 15 minutes

Food Service Begins

12:15 - 12:35 PM Concourse Lobby 20 minutes

Update on Directory of Faculty Contracts and Bargaining Agents

12:35 - 12:45 PM Concourse Lobby 10 minutes

Luncheon Conversation

12:45 - 1:30 PM Proshansky Auditorium 45 minutes

Jerry Posman, Vice President, Chief Operating Officer, York College, City University of New York
Tom Auxter, President, United Faculty of Florida/FEA/AFT/NEA
Susan Pearson, Associate Chancellor, University of Massachusetts, Amherst
Moderator: Len Zinnanti, Chief Operating Officer, Hunter College, City University of New York

Concurrent Sessions

1:30 - 3:00 PM 1 hour 30 minutes

Downsizing the Public Good? Budget Cuts, Diversity and Collective Bargaining in the California State University System

1:30 - 3:00 PM Room 201 1 hour 30 minutes

Steve Teixeira, Secretary, Academic Professionals of California
Kimberly King, Delegate to the Council for Affirmative Action, California Faculty Association/AAUP/CTA/NEA/SEIU, California State University, Los Angeles
Phil Smith, President, United University Professions/NYSUT/AFT/NEA
Moderator: Cecil Canton, Chair, Council for Affirmative Action, California Faculty Association/AAUP/CTA/NEA/SEIU, California State University, Sacramento

Dual Labor System: Can Higher Education Endure with Such a System?

1:30 - 3:00 PM Room 202 1 hour 30 minutes

Mayra Besosa, Campus Lecturer Representative, Co-Chair, Committee on Contingency and the Profession, CFA/AAUP/CTA/NEA/SEIU, California State University, San Marcos
Barbara Bowen, President, Professional Staff Congress, City University of New York
Robert Samuels, President, University Council/AFT, University of California
Ron Norton Reel, President, Community College Association of California/CTA/NEA
Frank Brooks, Treasurer, Roosevelt Adjunct Faculty Organization/IEA/NEA
Moderator: Larry Gold, Director, AFT Higher Education, American Federation of Teachers

Employment: Tenure, Long-Term Contracts, Retirement

1:30 - 3:00 PM Room 198 1 hour 30 minutes

Naomi Schaefer Riley, former editor, Wall Street Journal, independent journalist and author
Gary Rhoades, General Secretary, American Association of University Professors
Moderator: Steve Hicks, President, APSCUF

International Perspectives

1:30 - 3:00 PM Room 203 1 hour 30 minutes

L.M. Farrell, Université du Québec
David Wheeler, editor-at-large for International, The Chronicle of Higher Education
Andrew Ross, Professor, Social and Cultural Analysis, New York University
Helen Fairfoul, Universities and Colleges Employers Association, U.K.
Mark Smith, Senior Policy Analyst, Office of Higher Education, National Education Association

Workshop: Messaging/Communications: Implementing the Message

1:30 - 3:00 PM Room 204 1 hour 30 minutes

Peter Hogness, editor, The Clarion, Professional Staff Congress, CUNY
Norman Adler, Political consultant and principal, Bolton St. Johns (retired); former Political Director, District Council 37

Workshop: Negotiations 103: Collective Bargaining in the Brave New World: Exploring the Impact of Electronic Media on Negotiations, Protected Activity, and Privacy in the Modern Workplace

1:30 - 3:00 PM Room 205 1 hour 30 minutes

Nicholas Anastasopoulos, Esq., Mirick O’Connell LLP
Stuart W. Davidson, Esq., Willig, Williams & Davidson LLP
Michael Loconto, Esq., Associate Director, Labor & Employee Relations, Harvard University
Amy L. Rosenberger, Esq., Willig Williams & Davidson LLP
Moderator: Larry Hunt, Director of Human Resources, Smith College